

## **Equality and Fairer Scotland Impact Assessment - Screening**

<b>Title of Policy:</b>	PLC POL 021 Stop cutting grass in all open space areas with the exception of road junctions etc where safety is an issue.
<b>Service:</b>	Place
<b>Team:</b>	Grounds Maintenance

Will the policy have to go to Council or committee for approval	Yes
Is it a major policy, significantly affecting how functions are delivered?	Yes
Does it relate to functions that previous involvement activities have identified as being important to particular protected groups?	No
Does it relate to an area where the Council has set equality outcomes?	No
Does it relate to an area where there are known inequalities?	No
Does it relate to a policy where there is significant potential for reducing inequalities or improving outcomes?	No

**IF YES TO ANY - Move on to an Equality & Fairer Scotland Assessment**

**IF NO - Explain why an Equality & Fairer Scotland Assessment is not required**

<b>APPROVAL</b>		
<b>NAME</b>	<b>DESIGNATION</b>	<b>DATE</b>
Kenny Inglis	Team Leader	30-1-19

NB This screening exercise is not to be treated as an assessment of impact and therefore does not need to be published. However, if you decide not to assess the impact of any policy, you will have to be able to explain your decision. To do this, you should keep a full record of how you reached your decision.

## **Equality and Fairer Scotland Impact Assessment - Scoping**

<b>Purpose of the proposed policy or changes to established policy</b>
The purpose of the change is to ensure that Clackmannanshire Council is able to set a balanced budget, as required by statute, for the year 2019/20.
<b>Which aspects of the policy are particularly relevant to each element of the Council's responsibilities in relation to the General Equality Duty and the Fairer Scotland Duty?</b>
<b>General Equality Duty -</b>
➤ <b>Eliminating unlawful discrimination, harassment and victimisation and other prohibited conduct</b>
Minimal if any
➤ <b>Advancing equality of opportunity between people who share a relevant protected characteristic and those who do not</b>
Minimal if any
➤ <b>Fostering good relations between people who share a protected characteristic and those who do not.</b>
Minimal if any
<b>Fairer Scotland Duty -</b>
➤ <b>Reducing inequalities of outcome caused by socioeconomic disadvantage</b>
Stopping grass cutting is likely to have a bigger impact on older developments such as former council housing as these tend to be the majority of sites maintained by the Council. Newer housing developments have factors in place and private contractors are employed to maintain the grass cutting etc.

<b>To which of the equality groups is the policy relevant?</b>		
<b>Protected Characteristic</b>	<b>Yes/No*</b>	<b>Explanation</b>
Age	No	
Disability	No	
Gender Reassignment	No	
Marriage and civil partnership	No	
Pregnancy and Maternity	No	
Race	No	
Religion and Belief	No	
Sex	No	
Sexual Orientation	No	

\* Delete as required

**What evidence is already available about the needs of relevant groups, and where are the gaps in evidence?**

No current information available to understand the impact of this proposal.

**Which equality groups and communities might it be helpful to involve in the development of the policy?**

Feedback is welcomed from a range of age groups and communities in respect of how this proposal will impact people living in Clackmannanshire. In particular feedback is sought from young people, families and older people.

**Next steps**

Feedback on the proposal will be achieved through the budget engagement exercise for 2019/20.

## Equality and Fairer Scotland Impact Assessment - Decision

<b>Evidence findings</b>		
The proposal was assessed as having low equalities/poverty impacts. General impacts included potential issues with roads visibility in certain areas, but this was not a specific equalities or poverty impact.		
<b>Details of engagement undertaken and feedback received</b>		
Detailed feedback from budget engagement exercise for 2019/20 comprising online comments/feedback and representations made at budget engagement events held as part of the overall exercise.		
<b>Decision/recommendation</b>		
Having considered the potential or actual impacts of this policy, the following decision/recommendation is made:		
<b>Tick</b>	<b>Option 1: No major change</b> The assessment demonstrates that the policy is robust. The evidence shows no potential for unlawful discrimination and that all opportunities have been taken to advance equality of opportunity and foster good relations, subject to continuing monitoring and review.	
	<b>Option 2: Adjust the policy</b> – this involves taking steps to remove any barriers, to better advance equality or to foster good relations. It may be possible to remove or change the aspect of the policy that creates any negative or unwanted impact, or to introduce additional measures to reduce or mitigate any potential negative impact.	
	<b>Option 3: Continue the policy</b> – this means adopting or continuing with the policy, despite the potential for adverse impact. The justification should clearly set out how this decision is compatible with the Council's obligations under the duty.	
✓	<b>Option 4: Stop and remove the policy</b> – if there are adverse effects that are not justified and cannot be mitigated, consideration should be given to stopping the policy altogether. If a policy leads to unlawful discrimination it should be removed or changed.	
<b>Justification for decision</b>		
The proposal was not included in the budget for 2019/20		
<b>APPROVAL</b>		
<b>NAME</b>	<b>DESIGNATION</b>	<b>DATE</b>
Garry Dallas	Strategic Director	24 <sup>th</sup> April 2019